

## How to Create and Use a Strengths & Development Wheel

**This is one of the most versatile tools I've come across during my coaching career.**

By choosing your own theme and related areas, it can be applied to a range of different roles and circumstances.

**Follow the instructions below** to use this highly visual tool, and take a snap shot of where you are with 8 key areas of your role. The results will show clearly where your strengths lie and which areas you could choose to develop further.



### How to create your wheel

- 1. Choose one of your roles.** This will become the theme of the wheel (e.g. a teaching role, a leadership role, a team role)
- 2. Choose the 8 most important** elements of that role (e.g. if you're choosing a leadership role your 8 areas might include: communication, problem solving, relationship with parents/governors, motivating self/others, leading meetings, and influencing others)
- 3. Draw yourself a circle and divide it into 8 parts**, writing each of the 8 key elements of your role next to each part (as shown on the wheel below).

**4. Score each of the 8 areas out of 10**, with 10 being most happy/confident with how you're doing in that area, and 0 being least happy.

**5. See the example opposite.** It clearly shows this person's strengths are communication, leading meetings and relationship with parents.

*What would your's be?*

### How to use your wheel

**It might be a typical initial reaction to focus on the lower scoring areas. Don't!**

Instead - look at the higher scoring ones and decide how you can continue to develop these ... it will help maintain confidence & motivation levels.

**Then look at which of your strengths can be used to raise the lower scoring areas.**

For e.g. in the example opposite, you might consider how to use your communication skills to increase your "Influencing others" score.

**Finally ...** Decide which of the remaining lower scoring areas you'd like to work on, and create a plan (with help/support if necessary) in order to raise your confidence/ability levels for this area.

